

**Washington State Human Rights Commission  
SPECIAL MEETING OF  
July 27-28, 2005**

**Red Lion Hotel  
Sea Tac, WA**

**MINUTES**

**ATTENDENCE**

**Commissioners:** J. Reiko Callner, Commission Chair; Ellis Casson; Dallas Barnes; Deborah Sioux Lee; and Jerry Hebert. A quorum was present.

**Staff:** Marc Brenman, Executive Director and Tanya Calahan, Executive Assistant to the Commissioner (on the afternoon of July 28<sup>th</sup> only).

**Guests:** Dee Endelman, Agreement Dynamics Inc.

**SUMMARY**

On the evening of July 27, 2005, the commissioners, together with Executive Director Marc Brenman, assembled for a facilitated team-building special meeting commencing at 6:30 pm staffed by Dee Endelman, then of Agreement Dynamics. Much of the evening meeting was spent discussing issues raised in the latter portion of the July regular meeting. Chair Reiko Callner expressed disappointment that, having listened to the tape of the meeting, much of the discussion in the latter portion of the meeting was critical of her actions at a time when she had announced in advance she would be unable to be present due to a conflicting obligation. The Chair has written a separate statement to present her position on matters attributed to her in her absence.

Issues of conflict between commissioners, some not previously articulated directly, were raised, in addition to the discussion of the July meeting. The meeting adjourned at about 9:30 pm.

The following morning, July 28, 2005, at 8:30 am, the commissioners rejoined the meeting with facilitator Dee Endelman. Commissioners expressed their desire, following

the previous evening's discussion, to move forward positively and with a commitment to addressing issues promptly and directly as they might arise to avoid misunderstanding or ill feeling. At Ms. Endelman's suggestion, each commissioner described their personal backgrounds and their reasons for being involved in civil rights issues. Ms. Endelman described a series of models that describe conflict cycles and facilitated a discussion on how to resolve such conflicts in the future. The commissioners committed to an agreement for how to work together positively in the future.

At 11:45 Marc Brenman and Executive Assistant Tanya Calahan joined the group. Ms. Endelman led the commissioners and staff present in an exercise based on the Myers-Briggs model to identify and describe communication and group interaction styles. The commissioners had a discussion on how to complete tasks by creation of a series of subcommittees, with use of work study sessions in the interims between regular meetings.

At 1:30 the commissioners and Mr. Brenman excused the others present and conducted an executive session staffed by AAGs Stewart Johnston and Traci Friedl. At the conclusion of the executive session at 3:00, the commissioners went back into regular session. Commissioner Callner made a motion to direct Assistant Attorney General Stewart Johnston to retain a well qualified discrete professional to inquire of the author of the letter dated July 20, 2005 regarding numbered paragraph one whether there are specific dates, witnesses, incidences or further supporting information to report to the Commission for determination of further action. Commissioner Hebert seconded the motion. Commissioner Casson was opposed. MOTION CARRIED.

The public special meeting resumed including Ms. Endelman and Ms. Calahan, completing the discussion initiated earlier, and the commissioners agreed to issue a letter to all the HRC staff to explain the actions taken at this meeting, to reinforce the practice of operating within the chain of command in the agency, and to encourage agency-wide problem-solving at the most immediate, direct, and respectful level possible.

The meeting concluded at 4:30 p.m.

Respectfully submitted,

J. Reiko Callner  
Commission Chair